MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2016/2017

BIR 2884 – INDUSTRIAL RELATIONS

(Distance Education)

3rd March 2017
09.00 a.m. – 11.00 a.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of 2 pages including the cover page.
2. Answer ALL questions. The marks for each question are stated
3. Please write all your answer in the Answer Booklet provided.

ANSWER ALL QUESTIONS

QUESTION ONE

Describe comprehensively the differences between a contract of service and a contract for service. Your answer should be supported with cases. Explain why such a distinction is necessary.

(25 Marks)

QUESTION TWO

Explain in detail the powers of the Director-General in relation to the registration and deregistration of trade unions under the **Trade Unions Act 1959.**

(25 Marks)

QUESTION THREE

Fruit Jams Sdn Bhd is holding a domestic inquiry against one of its employees, Straw Berry for misconduct. Straw Berry was found with 30 kgs of brown sugar belonging to the Company's supplies in the boot of her car. Fruit Jams issued a show cause letter to Straw Berry, but her explanation was not satisfactory. Fruit Jams is now convening an inquiry against her. Advise Fruit Jams on the procedure to conduct the hearing, including the composition of the domestic inquiry, the rules that the domestic inquiry should follow and the rights of Straw Berry as the accused.

(25 Marks)

QUESTION FOUR

Constructive dismissal is a dismissal disguised as resignation.

Discuss this statement with particular attention to the requirements for a successful claim by the workman that he was constructively dismissed. Your answer must be supported by cases.

(25 Marks)
TOTAL (100 MARKS)

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